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MINUTES OF THE CIA CAREER COUNCIL

54th Meeting, Thursday, 4 December 1958, 3:30 P.M.
DCI Conference Room

Present: Gordon M. Stewart, Chairman
Matthew Baird, Director of Training, Member
[redacted] Alternate for DD/P
Lyman Kirkpatrick, Member, IG
[redacted] Member, D/Commo
Huntington D. Sheldon, Alternate for DD/I
Lawrence K. White, Member, DD/S
[redacted] Executive Secretary
[redacted] Recorder

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Guest: Lawrence R. Houston

1. The minutes of the 52nd and 53rd Meetings, on 25 September and 15 October 1958 respectively, were approved as distributed.

2. It was decided that Messrs. Stewart and Baird would discuss the Agency candidate for the Senior Officer School of the Foreign Service with State Department officials when we are formally invited to send a student to the school for the session beginning in the fall of 1959.

3. Mr. Baird reported on his recent trip to the Harvard University Graduate School of Business Administration and recommended that certain information should be provided to future candidates for that school. The Executive Secretary was directed by the Council to incorporate this into an informational memorandum for the use of future candidates.

4. The oral report on Public Service Awards (item 2) was omitted.

5. The Council approved (item 3) the establishment of the Photographic Intelligence Center Career Service Board and the Service Designation of IP for members of that Career Service. Regulation No. [redacted] will be amended accordingly.

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6. Mr. Stewart described the results of the Management Development review (item 4) directed by the Council in the spring of 1958. The careers of 140 persons were reviewed, 114 of whom are graduates of the JOT Program. Thirty-five were identified as persons properly belonging to the Agency's Middle Management Development Program. They are young intelligence officers in the grades GS-9 to -12 with a high degree of potential and versatility.

7. The Council approved the proposed Agency notice on Competitive Promotion (item 5) and directed that this notice be given council coordination.

8. The Director of Personnel made an oral presentation on the Agency's Selection Out Program (item 6) after which there was a discussion of this subject.

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9. Basic statistical data resulting from the information obtained in the Overseas Survey was considered and discussed together with a tentative description of the proposed Agency retirement system. The Council decided that (1) the unclassified statistical tables prepared for use of the actuaries should be released to them; and (2) the Office of Personnel should prepare a draft of the Legislative brief to accompany the proposed retirement legislation. The Council was informed of the informal discussions relating to the incorporation in our retirement system of credit for investigative, custodial and escort services. The Council decided that the retirement studies should not be broadened to encompass this type of service. Sets of statistical tables, to which others will be added from time to time, entitled "Basic Retirement Studies" were issued to each member of the Council.

10. The Council discussed in detail the matter of Overtime Policy (item 8) and the four background papers presented for its consideration. It was agreed to prepare for publication and for presentation to the next meeting of the Council a statement of policy that would recognize the problems raised, especially in OCI and in the DD/P.

11. The Council adjourned at 5:25 p.m.



Executive Secretary
CIA Career Council

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